



## **Prop 123 Funding**

The passing of Prop 123 last March added approximately \$540,000 in additional funds to Arizona State Schools for the Deaf and the Blind's (ASDB) FY 2016-17 budget. While a significant amount, it doesn't stretch too far when one considers that the agency faces large operational costs and has over 850 employees. Therefore, the decision was made to put the extra funding toward pay raises in areas of (1) critical need and (2) in which similar positions at school districts paid more on average (as determined by wage reviews). The decision was made to use the Prop 123 money in the following ways:

- 1.) Teachers – 2% raise
- 2.) Instructional Assistants and Technical Aides – a 5% pay raise
- 3.) Bus Drivers – \$45k-\$50k (the percentage is still being calculated)

**These increases in pay are effective as of July 30, 2016.**

### **Why Teachers, Instructional Assistants/Technical Aides and Bus Drivers?**

Teachers - ASDB continues to experience a teacher shortage in critical areas. Paying teachers more is important in our efforts to hire and retain enough teachers to meet students' learning needs. Teachers are at the front-lines of making sure our students receive a great education, and education is at the heart of our agency's mission.

Instructional Assistants and Technical Aides play a key role in assisting teachers with student learning inside the classroom. For too many years, Instructional Assistants and Technical Aides have been overlooked for pay raises while others received them. It is important to honor their work and ensure their wages remained competitive with what local school districts pay.

Bus Drivers are critical to school operations. Nearly all campus students use the bus. Bus driver pay was not competitive with similar school districts', particularly school districts near Phoenix Day School for the Deaf (PDSD). This resulted in a large driver shortage at PSDS which needed to be addressed.

**Without enough bus drivers, PSDS student travel times on the bus could exceed 90 minutes, one way.** That wasn't acceptable to us, and we are sure you'd agree.

Hopefully, this document better helps you understand where Prop 123 funding is being spent and why.

For specific questions about pay, please contact Human Resources at 520-770-3714 or <a href="mailto:HR@asdb.az.gov">HR@asdb.az.gov</a> .
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